

# From Passion to Purpose

**A journey of resilience, service, and professional excellence**





# A Legacy of Excellence

**18**

**Years Teaching**

**Dedicated to CA  
education**

**40K+**

**Students Taught**

**Many earning top  
honours and gold medals**

**3.5K+**

**CA's Mentored**

**Shaping the profession's  
future**

**10K+**

**Active Enrolments**

**Pakistan's largest CA  
college**

# Career Progress

Articles  
2004-08

1

2

Qualified as a Chartered Accountant  
2009



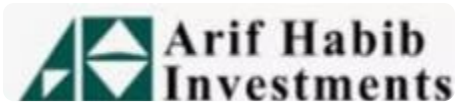
Manager Finance  
2009-10

3



4

Vice President Operations  
2010-11



Chief Financial Officer and CO Sec  
2011-12

5





# Vision Statement

To transform ICAP into a globally respected, ethically governed, and technologically advanced professional body that inspires trust, drives national development, and empowers every Chartered Accountant to lead with integrity, innovation, and impact; at home and across the world.



# Governance Reforms & Institutional Integrity



## Separate Strategy from Execution

Council focuses on strategy and public policy; a full-time, KPI-driven CEO ensures operational delivery.



## Clarify Council–Management Boundaries

Secretariat leads execution without micromanagement, restoring efficiency and institutional strength.



## Enforce Conflict of Interest Discipline

Annual COI declarations and recorded recusals to ensure transparency and ethical decision-making.



## Strengthen Financial Governance

Present the annual expenditure budget to the AGM for ratification—promoting transparency and fiscal discipline.





# Global Recognition & International Presence

## Reciprocity & Bridging Arrangements

Secure mobility through agreements with leading global accountancy bodies.

## Expand ICAP's Global Reach

Open branches/partners in emerging markets and deliver high-quality remote learning.

## Stronger Voice in Global Forums

Position ICAP at IFAC, IFRS, fintech, sustainability, and world finance platforms.



# Student Empowerment & Simplified Pathways

01

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## Modern, Clear Qualification Journey

Remove unnecessary hurdles and align the pathway with global benchmarks.

03

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## Revisit Disqualification Policies

Align with global standards while protecting the right to education.

05

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## Build Resource-Rich Learning Spaces

Libraries with Wi-Fi and year-round facilities in major cities.

02

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## Enhanced Financial Support

Need-based scholarships so financial constraints never stop capable students.

04

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## Curriculum Modernization

Fully integrate Sustainability, ESG, AI, Digital Skills, and secure global academic equivalence.

06

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## Structured Mentorship

Goal-driven mentorship linking young members to senior professionals through "Career Clinics".



# Membership Growth Through Global Equivalence

**Introduce a fair, structured pathway for professionals who narrowly missed CA Pakistan but hold another globally recognized chartered qualification with 10+ years' experience—ensuring growth without compromising merit.**

- This initiative balances inclusivity with maintaining the highest professional standards, opening doors for experienced professionals while protecting the integrity of the CA designation.**





# Technology Transformation & SMP Enablement

1.

## Full Digital Transformation of ICAP

End-to-end digital services for students and members, streamlining every interaction and process.



## AI-Powered Learning Hub

Personalized analytics, performance insights, and smart learning tools that adapt to individual needs.



## Strengthen SMPs

Subsidized access to cloud tools, cybersecurity, and AI solutions. One-window e-governance portal for regulatory compliance. Dedicated SMP advisory/incubation hub and representation committee.

# Expanded Training Routes & Career Opportunities



## Beyond Audit Firms

Structured training programs with Government bodies (FBR, PRA, KPRA, regulators).



## International Training Placements

Collaborations with global firms for overseas opportunities.



## Centralized National Placement Hub

Support for students facing training shortages.



## Middle-Tier Professional Credentials

Dignified qualifications for students unable to complete CA.





# Overseas Member Engagement

## 1 Representation in Governance

Enable meaningful overseas presence on the Council.

## 2 Empowered Chapter Committees

Transparent elections and real decision-making authority.

## 3 Dedicated Budget for Chapters

Allocate a portion of overseas fees for professional events worldwide.

## 4 Global Opportunity Hubs

Support for mobility, placements, and cross-border networking.



# Advancing Female Members & Students

## Remote Learning & Remote Exam Proctoring

Support women in conservative and remote areas with flexible learning options.

## Better Training Office Facilities

Safe, inclusive workspaces with essential amenities that respect diverse needs.

## Zero-Tolerance Workplace Policies

Enforceable anti-harassment standards across all TOs and TOPs, ensuring dignity and safety for all.







# Collaboration with Government & Regulators



## Embed ICAP Expertise in Policy

CA professionals to co-draft regulations with SECP, SBP, FBR, and provincial bodies.



## Activate Government Seats on Council

Ensure regular participation and accountability of Government nominees.

By strengthening ties with regulatory bodies and government institutions, ICAP can play a pivotal role in shaping financial policy and ensuring that the voice of the profession is heard at the highest levels of decision-making.

# Supporting Small & Medium-Sized Practices



## **SMP Incubation & Advisory Hub**

Tailored guidance, mentorship, and business development support for growing practices.



## **Affordable Digital & Automation Tools**

Subsidized software to modernize operations and compete effectively.



## **SMP-Focused Policy Advocacy**

Dedicated Council subcommittee to address SMP challenges and champion their interests.